

PAY DIFFERENTIAL 409
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – DEPARTMENT OF
GENERAL SERVICES – SAN FRANCISCO FACILITIES BARGAINING UNIT 13 AND
EXCLUDED EMPLOYEES

Established: 07/01/15

CLASS TITLE	CBID	RATE	EARNINGS ID	DEPARTMENT/LOCATION
Rank and File:				Department of General Services (DGS)
All Classes	R13	\$2,400	9G4	
Excluded:				Governor Edmond G. Pat Brown Building
All Classes	S13	\$2,400	9G4	
				Hiram W. Johnson Building

CRITERIA

- Unit 13 employees who are employed and work in the Department of General Services (DGS) buildings in the City of San Francisco, for twelve (12) consecutive qualifying pay periods as of July 1, 2015, shall be eligible for a recruitment and retention bonus of two thousand four hundred dollars (\$2,400), payable thirty (30) days following the completion of every twelve (12) consecutive qualifying pay periods.
- If an employee voluntarily terminates, transfers, or is discharged prior to completing twelve (12) consecutive pay periods at a San Francisco DGS facility, there will be no pro rata payment for those months at either facility.
- If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata share for those months served.
- If an employee promotes to a different facility or department other than at a San Francisco DGS Facility prior to completion of the twelve (12) consecutive qualifying pay periods, there shall be no pro rata of this recruitment and retention bonus.
- No bonus shall be paid, including pro rata shares, prior to July 1, 2015.
- Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked excluding overtime during the twelve (12) consecutive qualifying pay periods.
- Annual recruitment and retention payments shall not be considered as compensation for purposes of retirement contributions.
- It is understood by the Union that the decision to implement or not implement annual recruitment and retention payments or to withdraw authorization for such payments or differentials, and the amount of such payments or differentials, rests solely with the State and that such decision is not grievable or arbitrable.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

*Retired Annuitants are not eligible unless appointed under Government Code Section 21228.